

Fall 10-16-2019

LSU Libraries Diversity Residency Program: Planning, Launching, and Assessing

Sigrid Kelsey

Louisiana State University at Baton Rouge, skelsey@lsu.edu

Ebony McDonald

Louisiana State University and Agricultural and Mechanical College, mcdonald1@lsu.edu

Follow this and additional works at: https://digitalcommons.lsu.edu/libraries_pubs



Part of the [Library and Information Science Commons](#)

Recommended Citation

Kelsey, S., & McDonald, E. (2019). LSU Libraries Diversity Residency Program: Planning, Launching, and Assessing. *Annual LOUIS Users Conference, 20* Retrieved from https://digitalcommons.lsu.edu/libraries_pubs/108

This Presentation is brought to you for free and open access by the LSU Libraries at LSU Digital Commons. It has been accepted for inclusion in Faculty Publications by an authorized administrator of LSU Digital Commons. For more information, please contact ir@lsu.edu.



Sigrid Kelsey

Director of Communications and Publications

Ebony McDonald

African and African American Studies Diversity Librarian

The Coordinator's Perspective

Sigrid will discuss:

- Laying the groundwork for a successful residency
- Achieving buy-in
- Providing professional development for library staff
- Conducting a search
- Building a framework for the residency program
- Establishing a set of productive rotations and support for the resident

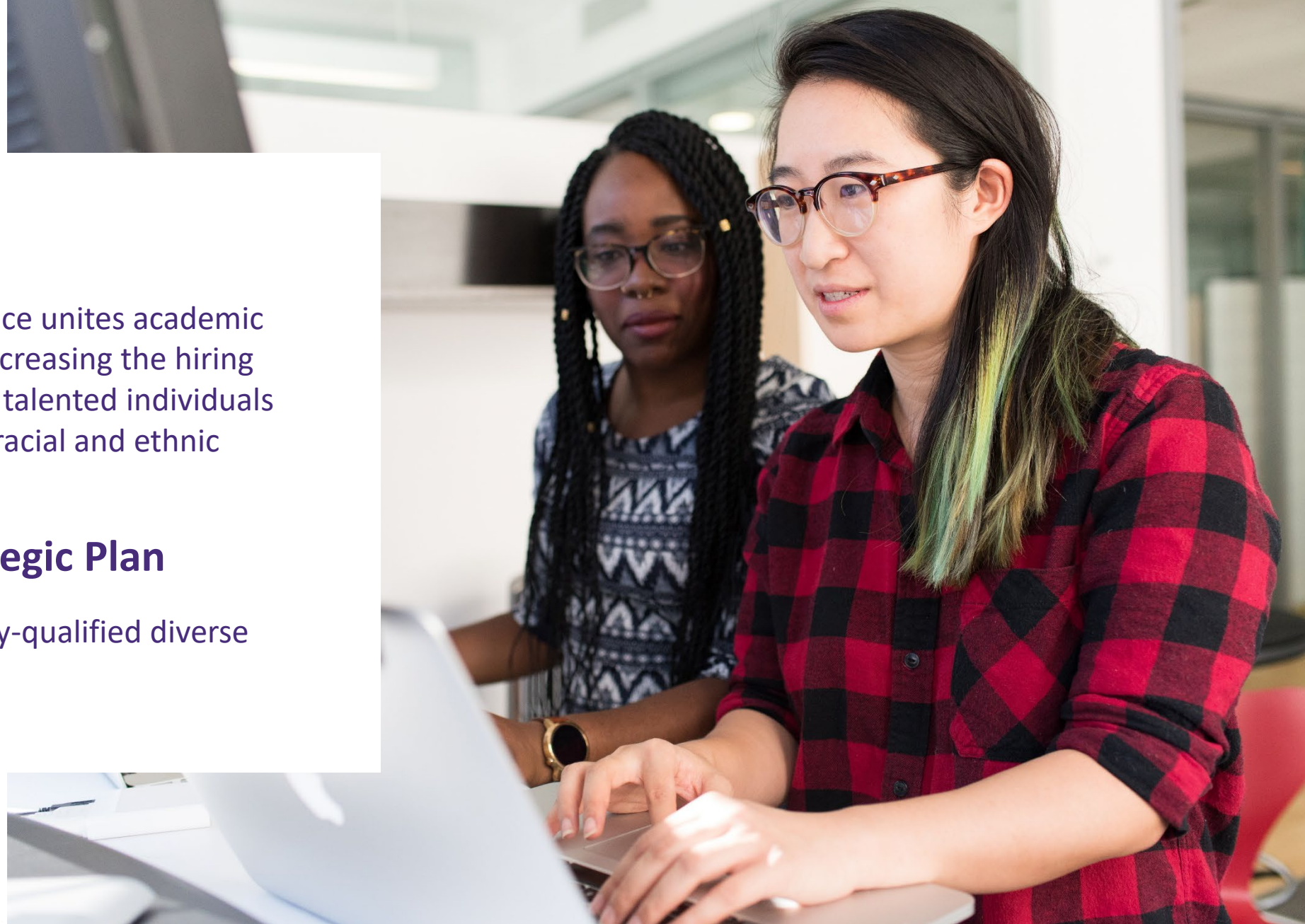


Purpose

The ACRL Diversity Alliance unites academic libraries committed to increasing the hiring pipeline of qualified and talented individuals from underrepresented racial and ethnic groups.

LSU Libraries Strategic Plan

“Recruit and retain highly-qualified diverse faculty and staff”





Preparations

- Staff securely in place to support a residency
- Organizational culture
- Building excitement
- Training
- Search committee
- Reading material





Program Features

- Onboarding and mentoring
- Rotations
- Liaison to African and African American Studies program





The Resident's Perspective

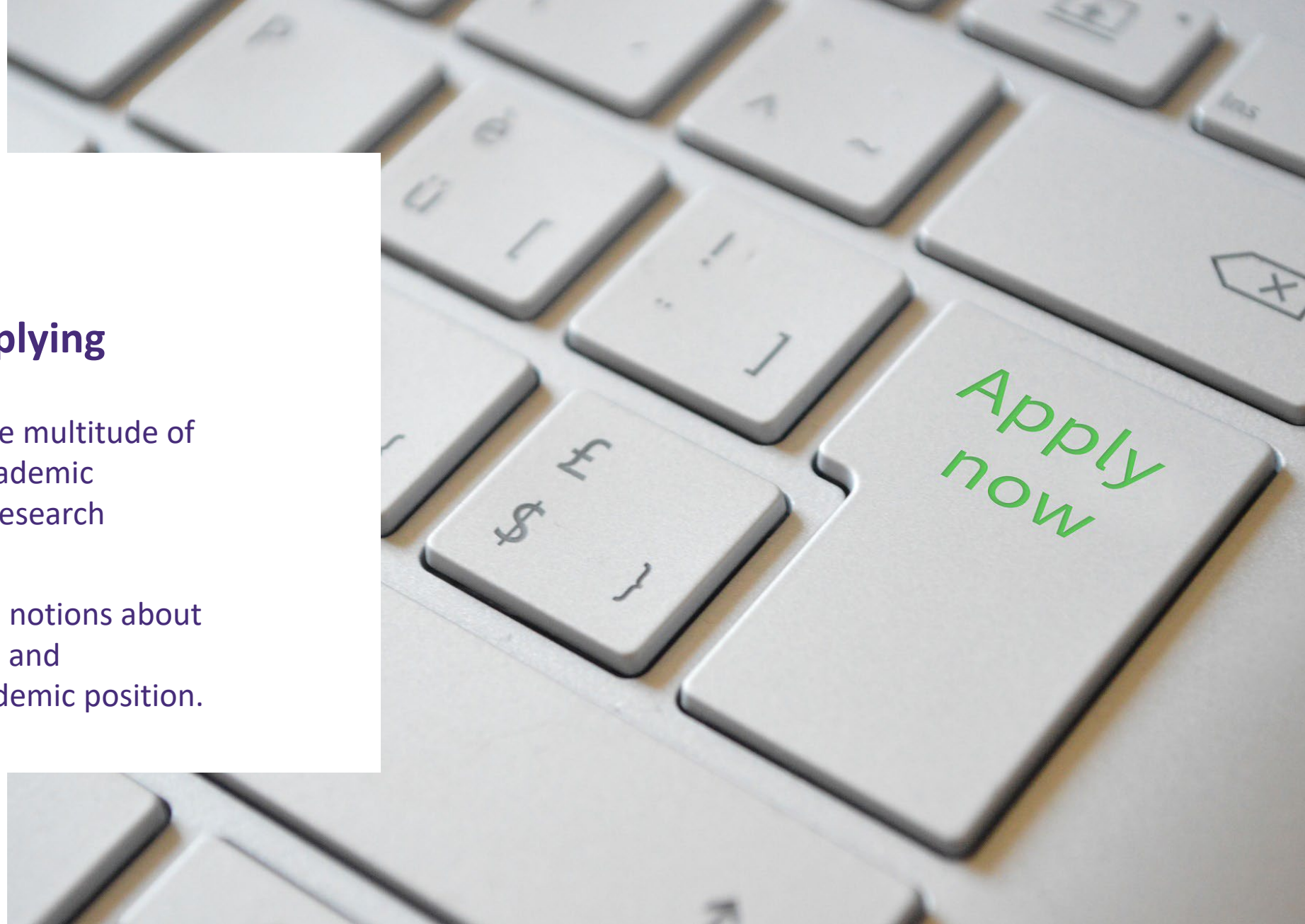
Ebony will discuss:

- Motivations for applying for the Diversity Residency Program
- Opportunities and challenges of participating
- Impact on my development as a professional thus far



Motivations for Applying

- Discover and explore the multitude of opportunities within academic librarianship at a large research institution
- Challenge preconceived notions about the culture of academia and requirements of an academic position.





Opportunities of the Program

- Increase in skills and knowledge across library functions
- Building professional confidence due to an expectation to learn from experts rather than to be an expert





Challenges of the Program

- Curating residency experience as a path to a permanent position post-residency
- Communicating role to external campus constituencies

A large, complex black and white maze graphic that fills the right half of the slide. In the center of the maze is a white rectangular sign with a black border. The sign contains the text "YOU ARE HERE" in bold, black, sans-serif capital letters, arranged in three lines: "YOU", "ARE", and "HERE".

**YOU
ARE
HERE**



Impact on Professional Development

- Experimenting with different aspects of academic librarianship as it relates to contributing to the field (presentations, writing, service, etc.)
- Discovering professional values, preferred work environment, and expectations of the profession
- Networking with other residents and professionals in similar stages of their professional development





Going Forward

- How are we assessing the current program?
 - Post-rotation surveys
 - Informal and formal discussions and meetings
- What changes could we make?
 - To the rotations specifically?
 - To the length of the entire residency?
 - To the structure of the entire residency?

Resources

“ACRL Diversity Alliance.” *American Library Association*, Association of College Research Libraries, <http://www.ala.org/acrl/issues/diversityalliance>.

Alston, Jason Kelly. “Causes of Satisfaction and Dissatisfaction for Diversity Resident Librarians--A Mixed Methods Study Using Herzberg’s Motivation-Hygiene Theory.” *ProQuest LLC*, ProQuest LLC, 1 Jan. 2017.

Alston, Jason Kelly. “Minerva’s First Born: My Experiences as UNCG’s First Diversity Resident Librarian.” *North Carolina Libraries (Online)*, vol. 68, no. 1, Apr. 2010, pp. 14–16.

Boyd, Angela et al. “Evaluation of Academic Library Residency Programs in the United States for Librarians of Color.” *College & Research Libraries*, vol. 78, no. 4, May 2017, pp. 472–511